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MONTANA

OICC NEWS

VOLUME 9 NUMBER 2

MONTANA STATE OCCUPATIONAL INFORMATION COORDINATING COMMITTEE

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USSR-OICC?

National Occupation Information Coordinating Committee Executive Director Juliette Noone Lester received an invitation from the Soviet Union for a series of meetings with directors of the Soviet Manpower and Employment Department and the Institute of Psychology of the USSR Academy of Sciences. The major changes within the Soviet Union are leading the government to the establishment of a program to provide occupational counseling and job training programs for Soviet workers. The letter from the Soviet delegation indicated that they had studied NOICC activities and the issues addressed by NOICC were similar to those of the new system being developed by the Soviets. The Soviets are projecting the need for about 10,000 counselors to provide career counseling, job training and placement assistance. The Soviet government is proposing the establishment of 180 Regional Bureaus as the base of this effort and is using a Swedish model as their guideline. Lester said she recommended adaptation of NOICC's National Career Development Guidelines, a version of the Improved Career Decision Making program, and certain aspects of the American vocational education and training model. The Soviets invited her to Moscow to assist them in their initial planning efforts. Lester's official trip to Moscow took place in December 1990.

Source: NOICC Training Support Center Bulletin, Spring 1991

FALL 1991 ISSUE

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Basic Skills Change

Until recently basic skills implied the three R's: reading, writing and 'rithmatic. The American Society for Training and Development recently revised the list. This society is a professional organization of corporate trainers.

- Learning to learn. Ability to acquire new information and skills and ability to apply them.
- Listening. Good listening skills help workers understand concerns of coworkers, suppliers and customers.
- Oral Communications. Must be able to respond clearly to concerns of coworkers, suppliers, customers and supervisors.
- Problem Solving. Ability to analyze problems and create solutions.
- Creative Thinking. New styles of work organization demand more creative problem solving.
- Self Esteem. Workers should be proud of themselves and their abilities.
- Goal Setting/Motivation. Ability to set objectives; persistence to achieve them.
- Personal and Career Development Skills. Must understand the need to continually develop and think of long term.
- Interpersonal Skills. Ability to get along with coworkers, suppliers and customers.
- Teamwork. Know how to divide work equitably and effectively. Willing to work to achieve team goals.
- Negotiation. Ability to build consensus through give and take with customers, coworkers and supervisors.
- Organizational Effectiveness. Understanding of company's business goals and how workers' jobs contribute to fulfilling goals.
- Leadership. Ability to assume responsibility and direct coworkers when necessary.

Compare these to the ones cited by Montana employers in the article below. There is little difference between the two lists.

Source: Vocational Education Journal, March 1991

Ten Wishes

The Montana Council of Vocational Education conducted a survey in 1990 to discover what employers want in employees. The top ten, in order of importance:

1. Positive work habits and attitudes
2. Ability to follow directions
3. Communication skills (listening and speaking)
4. A. Reasoning and problem solving skills
   B. Interpersonal skills
5. Ability to assume responsibilities
6. Reading and writing skills
7. A. Basic math/science skills
   B. Personal appearance and grooming
8. Specific vocational technical skills
9. Leadership skills
10. Understanding of economic concepts.

Scource: The Butte Standard, April 1991

Publications

The Women's Athletic Scholarship Guide lists more than 10,000 women's athletic scholarships. Information includes the amount and number of stipends, the sports they are awarded for, and eligibility information. The booklet costs $2 (prepaid) and is available from Women's Sports Foundation, 342 Madison Avenue, Suite 728, New York, NY 10173.

Garrett Park Press has sent out a new resource guide listing resources for Career Education, Occupational Guidance, Financial Aid and General Reference. Prices for publications range from $3.50 to $129.95. They may be contacted at P.O. Box 190C, Garrett Park, Maryland 20896-0190.

JIST Works, Inc. has recntly released an "enhanced" version of the Guide for Occupational Exploration (GOE). It contains descriptions for the "2,500 most important jobs." These 2,500 occupational descriptions cover over 95 percent of all workers in the U.S. economy. Its cross referencing allows users to find jobs by skills, interests, education required, industry and other criteria. It is available for $29.95 from JIST Works, Inc., 720 North Park Avenue, Indianapolis, IN 46202-3431; phone 1-800-648-JIST.

The American Medical Association has published the 1991 Allied Health Education Directory and the Allied Health Education Newsletter. The Directory is a guide to careers in 28 fast growing allied health occupations. It contains information about employment settings and job descriptions, and comprehensive information about 2,800 accredited educational programs, with tuition costs and program director addresses and telephone numbers. The newsletter is bimonthly, and covers national topics in allied health education, accreditation, professional organizations, and highlights current research projects. A one year subscription to the newsletter costs $15.00, and should be ordered from the American Medical Association, Subscription Department, 515 North State Street, Chicago, IL 60610. The Directory is available for $36.00. It is available from Order Fulfillment - OP417591, American Medical Association, P.O. Box 2964, Milwaukee, WI 53201-2964.

The new Dictionary of Occupational Titles, Revised Fourth Edition, is available from the Government Printing Office. It will include the occupations from the 1977 edition, the 1986 supplement, and about 120 new occupations. The DOT lists 12,741 occupations, of which 20 percent have been revised. It will be printed in two volumes and cost $40 for the paperback. The hardback price was not available.

Trouble in the Rose Garden

For years Americans have been inundated with news articles and reports about the high quality of work life in Japan. Most have highlighted the dedication of Japanese employees and employers to creating a "perfect" working atmosphere. Now a recent study, done by the Japanese government, presents a radically different picture.

The Japanese government studied "karoshi," which means death by overwork. Dozens of grieving families have brought lawsuits claiming that their hard-working loved ones died early deaths due to too many late hours spent working in the office.

A Japanese insurance company poll found that more than 40 percent of clerical, supervisory and managerial workers fear their jobs will kill them. The poll found that 80 percent of Japanese salaried workers believe they are overworked. Sixty percent said their jobs offer no excitement; fifty-seven percent said they did not get along with their bosses.

No reliable connection has been made between karoshi and early death. However, the government has undertaken a public relations campaign urging workers to take time off, and the Sony Corporation has mandated regular vacations for all its workers.

Source: Vocational Education Journal, March 1991

Canadian News

Canada has been working for four years on developing a national competency based career development curriculum. Stu Conger, Executive Director of the Canadian Guidance and Counseling Foundation, estimates that 100,000 people are providing career counseling in Canada with marginal or minimal training in theory, curriculum, organization and delivery techniques.

This project will address the problem by focusing on the invention of new methods of career counseling for youth ages 15 -25, insuring that the new methods are actually used, and by seeing that organizations providing career counseling work together as closely as possible. Foundation and project staff have reviewed the National Occupational Information Coordinating Committee's National Career Development Guidelines and plan to incorporate many of the concepts into the program.

The Canadian program, Creation and Mobilization of Counseling Resources for Youth, will place extra emphasis on competencies and the delivery of career development services to out of

school youth and those with special needs. Conger's direction of the program is based on the premise that few young people follow through on the career decisions made in their teen years. This implies something is missing which would make those early decisions relevant.

Resources being developed for the program include a videodisc to motivate youth to do their own career planning and to encourage occupational exploration. These videodiscs and other delivery strategies are integrated with the "Choices" program throughout the model programs as appropriate.

Source: NOICC Training Support Center Bulletin, Spring 1991

New Resource Center

The U.S. Department of Labor, Employment and Training Administration, Office of Work-Based Learning, is developing a Workforce Development and Training Technology Resource Center. The center will be a central resource for information on workforce training programs and technologies. A Training Resource Center Management Information System will maintain information on all programs and technologies available for workforce development.

The center will house research, documentation, data, videographic equipment, and other materials related to these programs and technologies. It will also include a Technology Demonstration Center (TDC) which will provide rotating exhibits of workforce training technologies.

The project is searching for programs being conducted in states throughout the U.S. If you have knowledge of technologies and programs currently in existence, or being developed, that relate to workforce development and training, or would like more information, contact Dr. Brian Shea, TTRC Project Director, Fu Associates, Ltd., 2300 Clarendon Blvd, Suite 1400, Arlington, VA 22201, (703) 243-2992.

Source: ADVOCNEWS, July 1991

Tidbits

U.S. families headed by single males: 1.2 million

500 largest U.S. private companies surveyed. Percent that offer paternity leave: 44, maternity leave: 60 Average length of allowed paternity leave: 18 days, maternity leave: 56 days

In May, 1991 another 370,000 Americans lost their jobs.

In America the Service sector accounts for about 75 percent of total employment.

There are around 10,000 "900" numbers in the U.S. They rake in $1 billion a year.

By the year 2000, two of three newly created jobs will be filled by women.

3.3 million children live with single parent mothers. Less than half of these children have working mothers.

There are 600,000 teenage mothers (between ages 16 and 19). As of March, 1989 they had an unemployment rate of 39.4%.

77% of women workers are employed in female dominated occupations.

Eric Johnson, Editor
Montana SOICC News
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Robert N. Arnold
Program Officer
Montana SOICC

If you would like to contribute to this newsletter, write to the Montana SOICC at P.O. Box 1728, Helena, MT 59624. The Montana SOICC reserves the right to edit all information submitted.

If your address has changed please notify us by correcting the address label and returning it to the Montana SOICC.

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